

19 January 1962

BRIEF FOR THE CIA CAREER COUNCIL

SUBJECT: Review of Previously Approved Policy Dealing with Retirement Eligibles [REDACTED]

1. The Career Council on 30 November 1961 reviewed and approved the attached procedures (Tab A) for the handling of personnel eligible or due to become eligible for a retirement annuity within 12 calendar months at the time a [REDACTED] exercise is being conducted. These procedures were approved by the Deputy Director of Central Intelligence on 13 December 1961 (Tab B).
2. A further review and study of this policy by the Office of Personnel has lead to the conclusion that the time limit in these procedures should be changed from 12 to 24 calendar months. This change would give greater recognition to many years of Government service and would give more individuals the financial security of an assured annuity at the time their careers with the Agency are unexpectedly shortened.
3. The change from 12 to 24 calendar months is based on the belief that an individual who has served the Government faithfully for a long period should be allowed to complete the time necessary to draw an annuity if he becomes eligible within two years. This principle is recognized by the military services in that once an officer completes 18 years' service, he is exempt from a reduction-in-force exercise until he completes 20 years of service (assuming his service is honorable) in order to allow him to draw retirement pay upon separation. The general policy of allowing an individual nearing the age and service requirements for drawing an annuity to serve until eligible for such annuity is also recognized by the Foreign Service. Mr. Loy Henderson, former Under Secretary of State for Administration, testified before Congress in 1960 that, "I have been unwilling to agree to the selection out of officers merely because they are somewhat sub-standard if they are over 40 years of age and have 15 or more years of Government service unless they are entitled to a pension."
4. It is recommended that the Career Council endorse this proposal and recommend to the Director extension of the maximum period for the deferral of separation action under [REDACTED] from 12 to 24 calendar months.

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